REGISTERED NURSE (4284)

I.   NATURE OF WORK

A Registered Nurse is the full performance level of work providing direct nursing care to patients/clients in State facilities. Employees in this class may supervise Licensed Practical Nurses and non-licensed nursing and support staff.

Employees receive general supervision from a higher-level nurse. Employees may be assigned to day, evening, night or rotating shifts which may include holidays and weekends. Employees may be subject to call-in and overtime based on staffing needs. The work is usually performed in a residential or inpatient treatment facility providing twenty-four hour care. Employees are required to observe infection control precautions in order to prevent contamination and spread of disease. The work may require the lifting and positioning of non-ambulatory patients and the lifting of wheelchairs and other heavy equipment. The work may require long periods of standing, walking, bending and reaching.

The Registered Nurse is differentiated from the Registered Nurse, Charge in that the Registered Nurse is a staff nurse while the Registered Nurse, Charge is in charge of nursing care for a designated work area on a particular shift and supervises assigned staff which may include Registered Nurses.

II.   Examples of Work: (Examples are illustrative only)

Provides counseling, guidance and education necessary in the treatment of physical, mental and emotional health problems;

May provide appropriate referrals and follow-up services;

May participate as a team member in disease investigation and control;

May supervise patient care as delivered by paraprofessional staff;

Works with employees in other disciplines to plan and implement nursing care in health programs;

Evaluates the effects of nursing measures and revises the plan as necessary;

Assesses the current health status of the patient and identifies nursing needs;

Develops a plan of patient care including the nursing care aspects in conjunction with members of the health care team and the patients;

Implements appropriate nursing measures in the care of the patient;

Interprets plan to allied nursing personnel and provides guidance and advice in implementing the plan;

Observes and validates with the patient the effects of nursing measures, and revises the care plan as necessary;

Records and reports the health status of patients and other appropriate information;

Encourages and assists the patient to understand present health status, to develop self-care measures, to attain and maintain optimal health;

Interprets agency policies, objectives, and services to patients and families;
May assume charge responsibilities under supervision of head nurse or shift supervisor;
Performs other related duties.

III.   REQUIRED KNOWLEDGES, SKILLS AND ABILITIES:

Knowledge of the principles and practices of registered nursing;
Knowledge of theory of registered nursing practice;
Knowledge of the nursing process;
Skill in the application of the nursing process;
Skill in measuring the effects of nursing intervention;
Skill in providing accurate documentation and record keeping;
Skill in assessing physical, emotional and social needs of patients;
Skill in developing a plan of care for the patient;
Skill in observing the effects of nursing measures;
Skill in providing accurate nursing documentation;
Ability to work effectively with patients, professional and nonprofessional workers and the general public.

IV.   MINIMUM EDUCATION AND EXPERIENCE REQUIREMENTS:

Education: Determined by the Maryland State Board of Nursing under the licensing requirements for Registered Nurses.

Experience: None.

V.   LICENSES, REGISTRATIONS AND CERTIFICATES:

1.   Candidates for positions in this classification must possess a current license as a Registered Nurse from the Maryland State Board of Nursing, 4201 Patterson Avenue, Baltimore, Maryland 21215.

2.   Persons appointed to positions in this classification may be assigned duties which require the operation of an automobile. Employees assigned such duties will be required to possess a motor vehicle operator's license valid in the State of Maryland, and their driving records will be subject to investigation.

3.   Persons appointed to positions in this classification may be required to successfully complete cardiopulmonary resuscitation training and maintain current certification.

VI.   SPECIAL REQUIREMENTS OF THE CLASSIFICATION:

1.   Applicants may be given a medical examination and may be required to demonstrate the ability to perform the work required of the position prior to appointment.

2.   Persons appointed to positions in this classification may be required to provide the facility with a telephone number at which they can be reached.

Date Adopted: January 1, 1991
Date Revised: January 1, 1991

APPROVED: _____

Assistant Secretary,
Human Resources Management
  and Development

Class specifications are broad descriptions covering groups of positions used by various State departments and agencies. Position descriptions maintained by the using department or agency specifically address the essential job functions of each position.